

Commendation to the Newark City Council and
Review of Staff Needs of the Mayor's Commission on Group Relations

The Mayor's Commission on Group Relations wishes to commend the Newark City Council for its leadership in maintaining harmonious group relations within the City of Newark. We wish to point out to you that because of the combined cooperative efforts of the City Council, Mayor Carlin and various City Agencies, Newark has the most enviable human relations record of any City of its size in the United States.

We further commend the City Council and Clerk Harry Reichenstein for initiative and foresight in producing "SU CIUDAD A SU SERVICIO", a handbook and guide on the City of Newark for Spanish speaking persons.

This kind of Governmental activity is one of the important local projects which help the average citizen to see that the New Newark includes expanding services to the people. We strongly urge the widest distribution of this fine brochure and offer our facilities for its distribution.

While other metropolitan areas of 400,000 and over are daily beset with all kinds of racial tension, conflict and strife, the Mayor's Commission on Group Relations is indeed happy to report no serious racial or religious incidents since its founding in November, 1952.

The massive Survey -- "Newark, A City In Transition" -- produced by the Commission, made the above point eminently clear. It also pointed up several weak spots in our community relations picture which need continuing attention. Over the past few years our Commission has spelled out the need for additional staff persons who are qualified and equipped to help Newark keep its human relations slate clean.

Review of Staff Needs

In September, 1960, our Commission on Group Relations lost its Assistant Director, Field Worker and Research Assistant, Walter D. Chambers. He left us because of our inability to procure for him a salary range commensurate with his ability and experience. To be specific, he was offered \$1500 per year more by the N.C.C.J. agency and took the position.

This incident reflects a larger problem of insufficient staff and insufficient salary ranges. For several years this Commission has requested additional field representatives, but with no success.

We now feel that the situation warrants the attention of the Mayor and City Council, if we are to continue the generally satisfactory record of our past. For the above reasons, and considering the projected "Survey of Salary Inequities", we are bringing our needs to your attention.

Our minimum immediate requirements are for a replacement of the Assistant Director with an increase salary range, the addition of a Spanish speaking field representative and a change in the range of our Director's salary commensurate with other local and nation-wide agency heads.

Our specific recommendations which we respectfully submit for your study and approval are the following:

Director

Present Range

\$7,000 - 9,000

Proposed Range

\$8,500 - 11,000

Asst. Director

5,000 - 6,000

6,400 - 8,400

Spanish Speaking Field Worker

No Position

\$6,000 - 8,000

The above salary ranges have been computed on the basis of a comparative study of all similar positions in the Newark area and the country at large.

If you are able to assist us in bringing about these changes, our Commission will be in a realistic position to recruit the personnel without whom we cannot carry on our past effective program.

Thank you for your serious attention to this request.

Respectfully submitted,

Chairman, Alexander Mark

Vice Chairman, Leonard Holman

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